

COUNTY CONTRIBUTION & SERVICE CREDIT (Continued)

As a Retirement Plan E member, you receive service credit during the Waiting Period and while receiving LTD benefits. ***If you retire as a Retirement Plan E member while receiving LTD benefits, your LTD benefits will end.***

OVERPAYMENTS AND UNDERPAYMENTS

An LTD overpayment may occur if you receive other income benefits for the same period that you receive LTD benefits. Other income benefits, payable either monthly or in a lump sum, would include 50% of any other income earned from another employer after the date of disability, and any government compensation. You must notify Sedgwick if you receive other income benefits. Sedgwick will recalculate your LTD benefit and establish a repayment plan if an overpayment occurred.

APPEALS

You may appeal any denial, ending, or cancellation of LTD benefits by filing a written notice of appeal. Your notice of appeal must be received by Sedgwick within 60 calendar days of the claim decision and include all medical or relevant documentation in support of your claim.

Send your notice of appeal to:
Sedgwick CMS
P.O. Box 9830
Calabasas, CA 91372-0830
Phone: (800) 786-8600
Fax: (818) 591-7664
www.sedgwickcms.com/calabasas

LONG-TERM DISABILITY HEALTH

The Long-Term Disability Health (LTDH) Plan is designed to help you continue your County medical insurance plan if you are eligible for LTD benefits. County medical plan coverage must be maintained until you are approved for LTDH continuation coverage.

If you are a MegaFlex/Flex participant who incurred a disability on or after January 1, 2007, or a Choices/Options participant who incurred a disability on or after January 1, 2008, the County LTDH Plan pays 75% of your monthly insurance premium ("core" benefit). You may also purchase the 100% LTDH payment coverage by electing it during the Annual Benefits Enrollment period. **NOTE:** If you are receiving LTD benefits, or are satisfying your Waiting Period, and you elect to purchase the 100% LTDH option, you will not be able to receive this benefit payment until after you have returned to work fulltime for six continuous months or more.

LTDH is also available to the spouse or domestic partner of an employee who was receiving or eligible to receive LTD benefits before his or her death. In the absence of a spouse or domestic partner, LTDH benefits extend to the unmarried dependent children through age 18. Unmarried children may continue to receive LTDH benefits through age 24 if they are full-time students in an accredited school.

The LTDH program is provided by the Department of Human Resources (DHR), Employee Benefits Division. Please contact DHR directly at (213) 388-9982, if you have questions about LTDH.

SURVIVOR BENEFIT PLAN

The SB is paid to the eligible survivor(s) of an active non-MegaFlex employee upon his or her death. A survivor must contact the department's Personnel Office to file a death report.

The SB is 55% of the LTD benefit that the employee was receiving or would have been eligible to receive before the date of death. An eligible survivor is a spouse or certified domestic partner. If there is no surviving spouse or domestic partner, the SB is paid to the qualified minor child(ren).

SB is paid throughout the life of the spouse or domestic partner, and to unmarried minor children through age 17. Unmarried children may continue to receive the SB through age 21 if they are full-time students attending an accredited school.

MegaFlex employees in Retirement Plan E do not receive the SB, but may elect a separate Survivor Income Benefit (SIB) Plan. For more information about SIB coverage, refer to your MegaFlex Summary Plan Description or contact the DHR Employee Benefits Hotline, at (213) 388-9982.

This guide is a summary of the plan features. For complete details, please visit our website at:

http://ceo.lacounty.gov/rtw/rtw_default.htm

This pamphlet was prepared by:
County of Los Angeles
Chief Executive Office
Risk Management Branch



Employee Guide to the County of Los Angeles *Long-Term Disability & Survivor Benefit Plan*

2009

THE LONG-TERM DISABILITY & SURVIVOR BENEFIT PLAN

The County of Los Angeles (County) established the Long-Term Disability (LTD) and Survivor Benefit (SB) Plan. The LTD plan offers a monthly income replacement if you become disabled and are unable to work. Benefits are payable after you complete a six month Waiting Period. SB provides an eligible survivor with an income replacement benefit in the event of your death. Sedgwick Claims Management Services (Sedgwick) is the third party administrator utilized by the County to provide claim administration services for LTD and SB claims.

HOW TO FILE AN LTD CLAIM

If you are disabled from your job, Sedgwick will mail you an LTD application after you have been absent from work for at least four months. You and your physician must complete the mandatory claim forms and return them to Sedgwick as soon as possible, but no later than **one year from your first day of absence due to injury or illness, regardless of any other disability benefits you may be receiving. If you do not file within one year, you will not qualify for LTD benefits for that disability.**

WAITING PERIOD

The Waiting Period is a continuous six-month period, beginning the first day of your absence from work due to a disability, as certified by your doctor. If you return to work for more than 29 calendar days, you must start your Waiting Period again.

LTD DEFINITION OF DISABILITY

During the Waiting Period, and the first 24 months of benefit eligibility, you must be disabled and unable to perform the duties of your County position. After 24 months of eligibility, you must be deemed totally disabled and unable to perform the duties of any occupation, within the criterion of the Federal Social Security Act (FSSA), in order to continue to receive benefits.

NOTE: You must apply for Social Security Disability (SSD) benefits under the FSSA when filing for LTD benefits, and provide Sedgwick with proof within 30 days of filing your LTD claim. Sedgwick will review your claim and notify you in writing of the status of your claim. Information about the FSSA is available at: www.socialsecurity.gov.

ELIGIBILITY & LTD PLAN BENEFIT

Choices, Options, and Flex employees must have completed five years of continuous service with the County at the time of injury or illness, or be disabled as a direct result of an on-the-job injury or illness, to be eligible for benefits. If Sedgwick approves your claim, you will be paid 60% of your basic monthly compensation after satisfying your Waiting Period.

MegaFlex employees in Retirement Plans A, B, C, and D, regardless of their years of service, must purchase LTD benefits before becoming disabled. If Sedgwick approves your claim, you will receive 40% or 60% of your basic monthly compensation, whichever you elected during your Annual Benefits Enrollment.

ELIGIBILITY & LTD PLAN BENEFIT (Continued)

MegaFlex employees in Retirement Plan E with five years or more of service, receive a County-paid 40% LTD benefit, and may elect to purchase the 60% LTD benefit during Annual Benefits Enrollment.

Your LTD benefit payments are issued directly by Sedgwick. However, if you elect to use accrued time (which is paid by your department's payroll unit), one day of LTD benefits will be subtracted for each day of accrued time paid. LTD benefit payments are paid at the end of the month, for the period preceding the month of payment. When you have exhausted your accrued time, LTD benefits will no longer be paid one month in arrears.

Your LTD benefits will be offset with other income and other government benefits you receive for the same disability (see Overpayments and Underpayments).

DURATION OF BENEFITS

The LTD Plan provides an income replacement if you are disabled for up to 24 months, subject to the Waiting Period, and/or until you reach age 65. If you start the LTD Waiting Period at age 62 or older, your LTD benefits will be paid in accordance with a pre-established schedule.

An annual Cost-of-Living Adjustment (COLA), not to exceed 2% of the monthly benefit, applies to all LTD disability claims with a Waiting Period that began on or after January 1, 2001, and after completion of 24 months of benefit eligibility.

PARTIAL RETURN TO WORK

LTD benefits may continue if you are approved by your health care practitioner, Sedgwick, and your department, for you to return to work on a part-time basis during your disability. Seventy percent (70%) of any salary, compensation, or income earned from partial return to work will be subtracted from your LTD monthly benefit.

LTD BENEFITS TERMINATION

Termination of LTD benefits may occur, but not limited to, because of the following events:

- Refusal to accept an offer of County employment from your department consistent with your work restrictions.
- Failure to timely apply for FSSA benefits or any other benefits.
- Failure to provide proof of disability or any other information required.
- Refusal to take part in any required Independent Medical Examination.
- Ending of total disability, including denial or termination of FSSA disability benefits after 24 consecutive months of eligibility for benefit payments.
- Retirement Plan E: Retirement from the County.
- Retirement Plans A, B, C, D: Failure to apply for LACERA retirement after receiving 24 months of payments.

COUNTY CONTRIBUTION & SERVICE CREDIT

As a Retirement Plan A, B, C, and D member, you do **not** receive their monthly County Contribution for benefits or retirement service credit, unless you elect to substitute accrued time for LTD benefits on a day-for-day basis.